Community Diversity & Inclusion Strategy

#CDIS
Welcome Champions!
Our Direction

Council’s 2015-2019 Strategic Plan identifies a need to develop a **Community Diversity & Inclusion Strategy (CDIS)** as a way to build a “diverse, inclusive and welcoming community” by “supporting all Londoners to feel engaged and involved in our community.”
Important Dates

Saturday, January 14
9 a.m. - 12 noon
London Convention Centre

Saturday, February 4
9 a.m. - 12 noon
London Convention Centre

Wednesday, March 8
5 p.m. - 8 p.m.
London Convention Centre
Our Tasks

Where we are now:
- Vision
- Statement of Commitment

To-Do:
- Strategies
Steering Committee

• Samantha Matty (Co-Chair)
• Rifat Hussain (Co-Chair)
• Joe Antone
• Mary Alikakos
• Rafique Van Uum
• Florence Cassar

• Rowa Mohamed
• Shawna Lewkowitz
• Kash Husain
• Anne-Marie Sanchez
• Raghad Ebied
Task #1

A Vision
Meant to inspire and give direction. Clear, brief and memorable.
Our Work
Draft Vision Statement

London will be an inclusive community that fosters a safe, respectful environment and provides everyone with the opportunity to reach their full potential.
Draft Vision Statement

Overall, most people (80.3%) supported the statement.
• 48.6% strongly agree
• 31.7% agree
• 9.4% neutral
• 5.8% disagree
• 3.6% strongly disagree
Draft Vision

London is a diverse and inclusive community that honours, welcomes and accepts all people, a community where we empower each other to eliminate systemic oppressions.
Task #2

Statement of Commitment
An affirmation or pledge. A statement everyone can believe in and stand together to change.
Our Work

The CISC, City of London, London organizations, and every Londoner should have a shared commitment to create safe spaces that provide equitable opportunities for diversity and inclusion. 

Guidelines for institutional change: use barriers and

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Draft Statement of Commitment

The City of London commits to:

• Championing equity in everything we do, striving towards our vision of London as an inclusive community
• Empowering Londoners by providing opportunities for everyone to be engaged, ensuring that lived experiences and the voices of marginalized groups are included and respected
• Identifying and removing barriers experienced by our community
Draft Statement of Commitment

As Londoners and London organizations, we commit to:

• Standing together towards our vision of London as an inclusive community, and using our voices to hold one another accountable
• Modeling the community we aspire to be by respecting others, being open to learning, acknowledging our biases, and celebrating the diversity of our community
• Being courageous allies for our neighbours and fellow Londoners, standing up for one another to ensure we live in a city where everyone belongs
Draft Statement of Commitment

Overall, most people (85.7%) supported the statement.
• 52.5% strongly agree
• 33.2% agree
• 7.5% neutral
• 3.1% disagree
• 3.7% strongly disagree
End Result

The City of London commits to:

• Championing equity in everything we do, striving towards our vision of London as a diverse and inclusive community.

• Offering educational opportunities for learning the unique histories and lived experiences of all peoples in our community.

• Including and listening to the voices of marginalized groups in, and when, identifying and removing systemic barriers to accessibility as experienced by our community.
End Result

As Londoners, we commit to:

• Standing together towards our vision of London as a diverse inclusive community, and using our voices to hold one another accountable

• Modeling the community we aspire to be by respecting others, being open to learning, acknowledging our biases, and celebrating the diversity and history of our community

• Being courageous allies for our neighbours and fellow Londoners, standing up for one another to ensure we live in a city where everyone belongs
Task #3

Strategies
Specific strategies to advance inclusion and diversity in London and address barriers faced by specific groups
Our Work
On Saturday, February 4 the Community Diversity and Inclusion Champions worked together to brainstorm ideas that will be used to develop London's Community Diversity and Inclusion Strategy.

The ideas were put under three categories:

1. Individuals
2. London Businesses & Organizations
3. City of London
1 - Individuals

A total of 17 ideas were drafted under the following 4 categories:

• Speaking Up & Advocacy
• Tackling Stigma Through Education
• Relationship Building & Social Location
• Creating Opportunities
A total of 20 ideas were drafted under the following 4 categories:

- Accessibility & Environment
- Hiring Practices
- Leadership & Governance
- Building Relationships
A total of 20 ideas were drafted under the following 4 categories:

- Engagement
- Education & Awareness
- Employment
- Leadership
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Ground Rules

- Be open to different perspectives. Listen.
- One person speaks at a time.
- Be mindful of the space you’re taking – Give everyone an opportunity to speak
- The experiences at your table, stay at your table. Share what requires input
- Be prepared for challenging discussions. Be honest. Be bold. We want a brave space!
- Take ownership of this important work - the entire process.
Table Discussion #1 – Brainstorming

- Brainstorm the specific challenges and barriers aligned with your issue or population.

1. Accessibility
2. Racism
3. Anti-Black Racism
4. Faith based discrimination & Islamophobia
5. Gender
6. Indigenous and First Nations
7. Ageism & intergenerational relations
8. Immigrants & Newcomers
9. Income Inequity
10. LGBT2QI+
Diversity Wheel

Consider actions that must be taken to address their issue when grouping them together.

**Question**: Can they be addressed with the same actions?
Prioritizing Part 2 – Dotmocracy

Identify the top three priorities for your group
Identify general actions that can be taken to address the issue, challenge and/or barrier.
As Champions of this process, where do you see the Community Diversity and Inclusion Strategy for the City of London one year from today?
Where we are now:

- Vision
- Statement of Commitment
- Strategies
Next Steps

Community and Protective Services Committee meeting
Tuesday, March 28th @ 4:30pm
DIAAC Awards & Recognition Program

- Recognizes initiatives which promote public awareness of diversity, race relations inclusivity and human rights, which help advance London as a welcoming city.

- Nominations are received in the following categories:
  1. Small business/small labour (49 or fewer employees/members)
  2. Corporations/large business/large labour (50 or more employees/members)
  3. Institutions (public or private)
  4. Social/community services (including Not-For-Profits), education & training
  5. Youth/young adults groups or organizations

- Process:
  1. Nominations are reviewed by DIAAC, who provides recommendations of nominees to Council for consideration.
  2. Awards are received from the Mayor on behalf of Municipal Council at the closest possible meeting date to December 10 – International Human Rights Day.
  3. DIAAC hosts a celebratory reception for recipients just prior to the Council presentation.

How You Can Participate:

- Review the website LDRRI Award page on London.ca.
- If you have a nomination, submit before September 30th.
- If you would like to be reminded about this program, provide us with your e-mail address.
- If you have suggestions for the Awards and Recognition Sub-Committee, let us know!
Thank You!